



DIOCESE OF SACRAMENTO

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LAY PERSONNEL

October 10, 2022

To: Pastors, Parochial Administrators, Parish Stewards, Agency Directors, Office Managers, and School Principals

FR: Anna Schiele

RE: **Extension of California COVID-19 Supplemental Paid Sick Leave per Senate Bill 114**

On September 29, 2022, Governor Gavin Newsom signed AB 152, extending the State's 2022 COVID-19 Supplemental Paid Sick Leave, to provide supplemental paid sick leave to employees for COVID-19 related qualifying reasons. The leave was originally set to expire September 30, 2022, but will now be extended through the end of the year to **December 31, 2022**.

Note: This extension does not grant additional leave or otherwise create a new leave entitlement beyond what was created earlier this year. If an employee has already used their 2022 COVID-19 Supplemental Paid Sick Leave earlier in the year, they are not entitled to additional leave.

Required Posting and Communication of the New Law:

All employee should be made aware of the updates. The attached posting will need to be provided to each employee (you may send this posting electronically). In addition, a copy of the posting will need to be posted near your Federal and State Postings (also known as Breakroom Postings).

Failure to comply with these requirements may subject the employer to a civil penalty.

Additional Resources:

The California Department of Industrial Relations has provided an FAQ's Document. For your ease, the link to access the FAQ's is provided below.

<https://www.dir.ca.gov/dlse/COVID19Resources/FAQ-for-SPSL-2021.html>

If you have any questions or concerns, please feel free to contact the Office of Lay Personnel 916-733-0239.

2022 COVID-19 Supplemental Paid Sick Leave

Effective February 19, 2022



Covered employees in the public or private sectors who work for employers with 26 or more employees are entitled to up to 80 hours of 2022 COVID-19 related paid sick leave from January 1, 2022 through December 31, 2022, immediately upon an oral or written request to their employer, with up to 40 of those hours available only when an employee or family member tests positive for COVID-19.

A full-time covered employee may take up to 40 hours of leave if the employee is unable to work or telework for any of the following reasons:

- **Vaccine-Related:** The covered employee is attending a vaccine or booster appointment for themselves or a family member* or cannot work or telework because they have vaccine--related symptoms or are caring for a family member with vaccine-related symptoms. An employer may limit an employee to 24 hours or 3 days of leave for each vaccination or booster appointment and any consequent side effects, unless a health care provider verifies that more recovery time is needed.
- **Caring for Yourself:** The employee is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidance of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local public health officer with jurisdiction over the workplace; has been advised by a healthcare provider to quarantine; or is experiencing COVID-19 symptoms and seeking a medical diagnosis.
- **Caring for a Family Member*:** The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school or place of care is closed or unavailable due to COVID-19 on the premises.

A full-time covered employee may take up to an additional 40 hours of leave if the employee is unable to work or telework for either of the following reasons:

- The covered employee tests positive for COVID-19
 - The covered employee is caring for a family member* who tested positive for COVID-19.
- * A family member includes a child, parent, spouse, registered domestic partner, grandparent, grandchild, or sibling.

Part-Time covered Employees: Part-time covered employees may take as leave up to the amount of hours they work over two weeks, with half of those hours available only when they or a family member* test positive for COVID-19.

Payment: If an employee took leave for one of the reasons identified above between January 1, 2022 and February 19, 2022, and that leave was either unpaid or compensated at a rate less than the employee's regular rate of pay, the employee may also request a retroactive payment. Payment is at the employee's regular or usual rate of pay, not to exceed \$511 per day and \$5,110 in total.

Retaliation or discrimination against a covered employee requesting or using COVID-19 supplemental paid sick leave is strictly prohibited. A covered employee who experiences such retaliation or discrimination can file a claim with the Labor Commissioner's Office. Locate the nearest district office by looking at the [directory on our website](http://www.dir.ca.gov/dlse/DistrictOffices.htm) <http://www.dir.ca.gov/dlse/DistrictOffices.htm> using the alphabetical listing of cities, locations, and communities or by calling 1-833-526-4636.

This poster must be displayed where employees can easily read it. If employees do not frequent a physical workplace, it may be disseminated to employees electronically.



Horas de Enfermedad Pagadas Suplementarias de COVID-19 en California de 2022

En vigor el 19 de febrero de 2022

Los empleados cubiertos en los sectores públicos o privados que trabajan para empleadores con 26 o más empleados tienen derecho de hasta 80 horas de enfermedad pagada relacionada a COVID-19 desde el 1 de enero de 2022 hasta el 31 de diciembre de 2022, inmediatamente después de una solicitud oral o escrita a su empleador con una suma total de 40 horas a su disposición siempre y cuando sea el empleado o algún miembro de su familia que ha dado positivo para COVID-19.

Un empleado cubierto de tiempo completo puede tomar hasta 40 horas de permiso si no puede trabajar o tele-trabajar por cualquiera de las siguientes razones:

- **Relacionado a la vacuna:** El empleado cubierto acude a una cita de vacunación o dosis de refuerzo para sí mismo o un familiar* no puede trabajar o tele-trabajar debido a síntomas relacionados con la vacuna o están cuidando de algún familiar que haya presentado síntomas relacionados con la vacuna. El empleador puede limitar el empleado a 24 horas o 3 días de permiso por cada cita para la vacuna o dosis de refuerzo, o cualquier tipo de efecto secundario, a no ser que un proveedor de atención médica verifique que se necesita más tiempo de recuperación.
- **Cuidarse a sí mismo:** El empleado está sujeto a un período de cuarentena o aislamiento relacionado a COVID-19 según lo definido por una orden o pautas del Departamento de Salud Pública de California, Centros federales para el Control y Prevención de Enfermedades, o un oficial de salud local con jurisdicción sobre el lugar de trabajo, ha sido aconsejado por un proveedor de atención médica para la cuarentena, o está experimentando síntomas de COVID-19 y buscando un diagnóstico médico.
- **Cuidado de un familiar*:** El empleado cubierto está cuidando a un miembro de la familia que está sujeto a un período de cuarentena o aislamiento por COVID-19 o que ha sido aconsejado por un proveedor de atención médica para que esté en cuarentena debido a COVID-19, o está cuidando a un niño cuya escuela o lugar de cuidado está cerrado o no está disponible debido a COVID-19 en las instalaciones.

Un empleado cubierto de tiempo completo puede tomar 40 horas adicionales de permiso si el empleado no puede trabajar o tele-trabajar por las siguientes dos razones:

- El empleado cubierto da una prueba positiva de COVID-19
 - El empleado cubierto está cuidando a un miembro de su familia* que da positivo a una prueba de COVID-19.
- * Miembros de familia incluyen hijos, padres, parejas registradas como pareja doméstica, abuelos, nietos o hermanos.

Empleados cubiertos de medio tiempo: Empleados cubiertos de medio tiempo podrán usar como ausencia hasta la cantidad de horas que trabajan durante dos semanas, con la mitad de esas horas disponibles sólo cuando el empleado o el miembro de su familia* dan positivo a COVID-19.

Pagos: Si un empleado tomó permiso por algunas de estas razones identificadas anteriormente entre el 1 de enero y el 19 de febrero de 2022, y ese permiso no fue pagado o menos que el pago regular de empleado, el empleado puede solicitar un pago retroactivo. La tasa de pago es la regular o habitual sin exceder \$511 por día y \$5,110 en total por Horas de Enfermedad Pagadas Suplementarias 2022 de COVID-19.

Están estrictamente prohibidas las represalias o la discriminación contra un empleado cubierto que solicite o utilice horas de enfermedad pagadas suplementarias por COVID-19. Un empleado cubierto que sufra este tipo de represalias o discriminación puede presentar un reclamo ante la Oficina de la Comisionada Laboral. Localice la oficina consultando la lista de oficinas en nuestro sitio web al <http://www.dir.ca.gov/dlse/DistrictOffices.htm> utilizando el listado alfabético de ciudades, localidades y comunidades o llamando al 1-833-526-4636.

Este afiche debe exhibirse en un lugar donde el empleado pueda leerlo con facilidad. Si los empleados no frecuentan un lugar de trabajo físico, puede difundirse a los empleados por vía electrónica.